



**SASKATCHEWAN  
CONSTRUCTION SAFETY  
ASSOCIATION**

Fall/Winter 2022

# Safety

## ADVOCATE

### REDEFINE STRENGTH IT'S TIME TO TALK ABOUT MENTAL WELLNESS

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[www.scsaonline.ca](http://www.scsaonline.ca)



*Allan Kehler, Mental Health Advocate*

High suicide rates, more mental health issues than the general population, a reputation for “toughness” and reluctance to reach out for help are a concerning combination for the construction industry. No one wants to be viewed or judged as weak, incompetent or feel shame in dealing with mental health challenges. But for anyone working in construction who thinks they are alone in their battle—many are going through similar struggles.

In response to concerns heard from members, the Saskatchewan Construction Safety Association (SCSA) and the provincial network of construction associations recently partnered to break the silence and talk about mental health as an essential part of health and safety on the worksite.

Psychological wellness has not typically been considered in terms of workplace health and safety, but SCSA president Collin Pullar says it's beyond time. “Mental health concerns are hidden hazards that we need to pay attention to as much as the physical, visible hazards seen every day on job sites. Just as it's important to protect physical safety with hard



Prince Albert Event with Allan Kehler

hats, safety glasses, gloves and work boots, we need to take care of mental health by checking in with each other and making sure people have access to the resources they need.”

The SCSA enlisted mental health advocate Allan Kehler to give a keynote presentation to the construction community on November 2, 2022, in Prince Albert. Kehler began his presentation by sharing that he recently read an article that said one of the greatest dangers in construction work is poor mental health. He outlined specific factors that affect those working in the industry:

- “Tough guy” mentality
- Long hours, seasonal work and financial stress
- Working on sites in remote locations, isolated and removed from support systems
- Opioid use for physical pain also numbs emotional pain, can lead to substance abuse or addiction

Kehler knows from personal experience how it feels to struggle and come out the other side. At his lowest low, he was given a month to live if he didn’t make drastic changes. He doesn’t pretend that it was ever easy, but in allowing himself to be vulnerable and put a voice to his pain, he was able to finally get the help he needed.

He stressed the incredible difference it can make to hear someone say, “I’m concerned about you and want you to know that if you ever need to talk, I’m here to listen.” If you feel uncomfortable approaching someone who appears to be struggling, he suggests using this simple script to let them know you care about them and are there to listen, whenever they are ready to talk.

As a former teacher and addiction counsellor, Kehler had an engaging and interactive style in highlighting key takeaway messages:

- 1 in 3 Canadians experience mental illness or substance use disorder
- It’s common for men to react with anger, blame others and turn to alcohol or drugs
- Women are more likely to feel sadness, blame self and turn to food
- Alcoholics have a “living problem” in turning to alcohol to cope and avoid feelings
- We were all born resilient but hope requires action
- Suicide is about escape, a desire to end the pain and find relief

On suicide, Kehler encouraged people to ask the tough question if they are concerned about someone. “Are you feeling suicidal?” may

lead to a very different answer than “Are you ok?” You may get the answer you fear, but being open to hear and see someone else’s pain may be the safe space they need to talk and get help.

He also asked people to consider their responses to the following questions:

Do you find it difficult to reach out for help?

Do you respond to your emotional pain the same way as physical pain?

Kehler says he consistently sees 75-80 per cent of people at his presentations admit they have trouble reaching out for help. If shame, anger, disappointment, frustration or other emotions are buried deep inside, he says there comes a point where this pain needs to be released, or it can lead to illness. But our judgements and stigma can get in the way of responding to emotions. Realizing you are worthy of help and wellness is crucial for shifting how you respond to invisible pain.

It’s common to fear negative consequences at work but in reality, Kehler says people may find they are met with compassion and understanding when they share their story. He encourages the construction community to think about setting a good example for youth entering the industry. “When one individual is willing to go to that place of vulnerability and say hey, this is what I’ve gone through, these are some of my experiences—it allows other people to say those two beautiful words: me too.”

There may be a long road ahead before mental health receives the same consideration, without stigma, as physical safety in the workplace. But building a culture where there is open communication and directing people to available resources or supports are important steps in the right direction.

Kehler shared the following commitments for wellness in the workplace:

- Know employees as people and foster communication
- Trust your intuition and act on warning signs if you think someone is in distress
- Ensure local resources are visible in the workplace
- Allow vulnerability and reach out for support when needed
- Take care of yourself and make time for your needs

*Allan Kehler is a mental health advocate, international keynote speaker and best-selling author of four books—most recently MENTal Health: It’s Time to Talk. [allankehler.com](http://allankehler.com)*

## WELLNESS RESOURCES

### Mobile Crisis Services

24/7 Helplines  
306-757-0127  
Suicide 306-525-5333  
Gambling 1-800-306-6789  
[www.mobilecrisis.ca](http://www.mobilecrisis.ca)

### Hope for Wellness Indigenous Helpline

Mental health counselling and crisis intervention.  
1-855-242-3310  
[www.hopeforwellness.ca](http://www.hopeforwellness.ca)

### Egale Canada

Improving the lives of LGBTQI2S individuals through awareness, education, and legal advocacy.  
1-888-204-7777  
[www.egale.ca](http://www.egale.ca)

### Canada Rehab Addiction Services Directory

A directory of addiction-related services.  
1-888-245-6887  
[www.canadadrugrehab.ca](http://www.canadadrugrehab.ca)

### Talk Suicide Canada

Connect to a crisis responder to get help without judgement.  
1-833-456-4566  
[www.talksuicide.ca](http://www.talksuicide.ca)

### Wellness Together Canada

Resources and support for mental health, stress, anxiety, suicide, and substance use.  
1-866-585-0445  
[www.wellnesstogether.ca](http://www.wellnesstogether.ca)

### Kids Help Phone

1-800-668-6868  
[www.kidshelpphone.ca](http://www.kidshelpphone.ca)

### Resource Centre for Victims of Crime

Resources and education for survivors of serious crime.  
1-877-232-2610  
[www.crcvc.ca](http://www.crcvc.ca)

### Canadian Mental Health Association of SK

Information on mental illness and mental health.  
1-800-461-5483  
[www.sk.cmha.ca](http://www.sk.cmha.ca)

### Centre for Addiction and Mental Health

Resources about concurrent disorders and substance use.  
1-800-463-2338  
[www.camh.ca](http://www.camh.ca)

### Mental Health Commission of Canada

Strategies to support mental health and wellness.  
1-613-683-3755  
[www.mentalhealthcommission.ca](http://www.mentalhealthcommission.ca)

### Canada’s Food Guide

[www.food-guide.canada.ca](http://www.food-guide.canada.ca)

See Resources on the SCSA website for Tool Box Talks on Mental Health, Personal Care & Conduct and Health & Wellness.

**WWW.SCSAONLINE.CA**

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# REACHING OUT WHEN IT MATTERS MOST

## TAKING MEANINGFUL ACTION ON MENTAL HEALTH - PART TWO

By Saskatchewan Construction Safety Association

*We're examining how the construction industry can successfully incorporate mental health into workplace health and safety policies and processes. In part two of our two-part series, we're talking to a construction company that improved their processes to better manage people and address issues before they become problems. Plus, we'll discuss how to set up mental health policies and procedures that can take the action needed to address mental health issues in the workplace.*



We know that good mental health is just as important as physical health, and that the construction industry has higher than average rates of mental health issues, including rates of suicides. Data assessment is the first step in determining what to do next. Once you have analyzed your organization's data—grievances, injury claims, sick days and absenteeism, equipment and property damage, employee assistance program usage, turnover, and fatalities—it's now time to take action.

### A case study

Saskatoon's Con-Tech General Contractors Ltd. has always had a strong safety program and commitment to workplace health and safety. The company decided to take further action around the overall health of their team a few years ago, and implemented a system—Kolbe—to better understand their employees' strengths, communication styles, and more. "Kolbe assesses how people take action and are productive," says Jamie Beherns, Con-Tech's human resources and HSE manager. "We then use that data to ensure people are in the jobs that suit them." This first step helps reduce

## "LEADERSHIP HAS TO BUY INTO THE IDEA, AND WALK THE TALK,"

stress and tension in the workplace at the very start, because people are placed where they should thrive. "We want people to be where they can do their best work," says Beherns. "Kolbe helps us do that."

The company's approach also helps with workplace issues. "We had a site supervisor and an employee that just could not see eye-to-eye on a job," says Beherns. "After going around in circles for a bit trying to find a solution, we checked their Kolbe profiles."

They discovered that the two employees had completely different communication and working styles. "The site supervisor was detail-oriented and liked to tell people how to do a job. The staff member preferred to be shown how to do a new task. Once we figured this out, the tension disappeared and both knew how to work together successfully," he says.

The company is also focused on how physical health can play a role in mental health. Con-Tech has a workplace program that encourages overall wellness. "We discuss all kinds of health topics in our health and safety meetings, such as nutrition and hydration," says Beherns. "It may seem too easy, but encouraging healthy eating instead of daily fast food, and drinking water can have an impact on mental health. Feeling physically well can help you feel mentally well."

Con-Tech also encourages physical fitness inside and outside the workplace. The office hosts yoga and Zumba classes, and promotes activities such as golfing, running and more. Beherns says that while not everyone participates in everything, seeing colleagues in activities encourages others to try it too. "We don't force people to join things they aren't interested in. However, we have noticed that participation encourages others to do the same." The company has also provided training in things like mindfulness and meditation.

"Whatever you plan to provide, remember it takes time to build. Not everyone will embrace everything, and that's okay," says Beherns. "We have definitely seen improvement over time with more engagement, conversation and action on mental health. People now call with ideas on how to make our program even better."

### Getting started

If you're ready to address mental health in your company's health and safety program, Beherns has some advice. First, it starts at the top. "Leadership has to buy into the idea, and walk the talk,"

he says. "If senior leaders aren't believers, staff won't engage. You can't expect people to participate in things their managers won't." He also says to approach it with reasonable expectations and the time to let it build. "Nothing changes overnight. You have to build carefully through one conversation at a time."

### Good advice

It's also important to get the right advice to create a strategy and a program that works for you.

To improve performance, safety, well-being, retention, recruitment, absenteeism, turnover, and claim rates, you have to look at your current practices, find where you can make changes and make a commitment to improve. According to the Mental Health Commission of Canada, a successful strategy for a workplace mental plan requires programs, policies, benefits, training and assessment.

"We educate our members on how to identify hazards in their companies and job sites, which increasingly include mental health hazards and our audits verify that companies have implemented specific policies," says Collin Pullar, SCSA's president. "We also direct our members to outside experts who can provide specialized mental health services. Ultimately, mental health and safety in a company comes down to a management culture that encourages open dialogue and helps people find assistance when they need it."

# WHAT SHOULD CONSTRUCTION PROFESSIONALS KNOW ABOUT ASBESTOS?

Guest Editorial By ATI Restoration



Even though it is rarely seen, most old buildings and constructions contain asbestos. The use of asbestos in Canada has reduced drastically after the Canadian Government formally adopted the highly anticipated asbestos ban in 2018. This makes it illegal for individuals and companies to manufacture, import, trade, or use products with asbestos.

Nonetheless, asbestos kills nearly 2000 people in Canada every year, with thousands exposed to this deadly material.

Construction workers should understand and take the necessary precautions to prevent exposure to this deadly toxin. Below are important things construction professionals should know about asbestos.

## Despite the ban, several products still contain asbestos

Before introducing federal regulations against asbestos, thousands of construction products contained asbestos. Manufacturing companies included asbestos in their products because it was

cheap, heat resistant, and durable. This made it perfect for construction sites exposed that experience high temperatures and usage traffic, such as boilers, pipes, window glazing, plaster, furnaces, and duct insulation.

To date, several products, such as vinyl sheet flooring, acoustical plaster, ceiling tiles, caulking, adhesives, fire blankets, electrical wiring, and roofing shingles, still contain asbestos. You should also be aware of the exemptions to the ban. For instance,

nuclear facilities and the Canadian military can import and use asbestos through 2029. However, there are safety regulations guarding workers in exempted industries.

## Asbestos only becomes dangerous when disturbed or fibres become airborne

Solid asbestos materials aren't as dangerous as pulverized or crumbled materials. Friable asbestos can release fibres into the air. Inhaling these fibres into the lungs causes serious lung diseases. Friable asbestos originates from fibrous and fluffy materials mainly used in fireproofing, insulation, and soundproofing.

On the other hand, non-friable materials that don't release airborne asbestos fibres easily include floor tiles, roofing materials, and plaster. However, these materials become dangerous if they encounter any form of interference, such as cutting, drilling, or sanding. If you want to renovate your old house suspected to contain asbestos, you should hire professionals who understand all the safety protocols.

## It might take decades for symptoms of asbestos exposure to be noted

Unfortunately, it takes time for symptoms of asbestos exposure to become evident.

## Asbestos is naturally carcinogenic, and inhaling these microscopic fibres can cause serious diseases, including mesothelioma and asbestosis.

What's saddening is the longer construction workers are exposed to asbestos, the greater the risks of developing these diseases. Even though asbestosis is non-cancerous, it can lead to chronic and eventually fatal respiratory conditions due to lung scarring. Lung scarring causes immense pain, difficulty in breathing, and heart issues.

Mesothelioma is a rare cancer diagnosed in more than 400 Canadians annually. It is a tumour that spreads from the lung to various body tissues. Asbestosis and mesothelioma develop after 40 to 50 years, making it impossible for most victims to understand the cause.

## What should you do if exposed to asbestos?

Construction workers, plumbers, electricians, and carpenters can easily come in contact with asbestos-containing

materials, especially when working in old homes and buildings. While there is no safe level of asbestos exposure, construction companies should follow provincial guidelines for protecting workers from asbestos exposure.

As per the guides, employers should provide proper PPE to their employees and ensure that they maintain exposure to legal limits. Unfortunately, nothing can be done to construction workers already exposed to asbestos. Employers should only ensure that employees who have been exposed beyond the legal limit have comprehensive medical monitoring. The key is to avoid exposure.

## Bottom Line

Construction workers, such as plumbers, electricians, and roof experts, have a high risk of asbestos exposure. They can easily inhale this toxic component from drywalls, roof shingles, paint, and masonry compounds. Extensive exposure leads to asbestosis, mesothelioma, and other respiratory conditions. Construction companies should hire asbestos removal experts to inspect and clear their construction sites to avoid exposure.

## CONSTRUCTING SAFETY LEADERSHIP CONFERENCE

APRIL 2023

[scsaonline.ca/events](https://scsaonline.ca/events)



# Measuring Safety Culture in the Saskatchewan Construction Industry

Guest Editorial By EHS Analytics

October 2022 Safety Culture Survey Results & Key Insights



SCSA Analytics Dashboard

Safety culture is composed of the beliefs, attitudes, values, and norms that an organization shares with respect to safety and risks. Improving the safety culture of an organization strengthens its defence against incidents and risks.

EHS Analytics has been administering the Safety Culture Survey to SCSA members since October 2021. The survey is based on the IWH-OPM, an eight-item evidence-based questionnaire used to help workplaces assess and improve their organization's health and safety culture. In addition to the eight questions of the IWH-OPM, the SCSA's survey comes with optional questions at the end. These optional questions provide insights about the organization which can later be used to enhance the statistical analysis of the survey at the industry level to provide better

context for the results. All answers to the survey questions and optional questions remain anonymous.

The Safety Culture Survey is administered twice a year, every six months, to track and measure the ongoing safety culture of an organization. Three rounds of surveys have been administered so far (in October 2021, April 2022, October 2022). Completed surveys are analyzed and benchmarked against the IWH-OPM benchmarking sample, as well as previous rounds of the SCSA's survey.

Results are displayed in the SCSA Analytics Dashboard and show SCSA members a safety culture analysis. The analysis includes the company's average safety culture survey score, the score breakdown by questions, the number of surveys collected, the number of survey respondents, the

reliability value of the survey results, as well as where the organization stands in safety culture compared to the industry and peers. Organizations can contact the SCSA for information on how to improve their safety culture.

A reliability value has been added to the dashboard to illustrate how well the survey results represent the company's safety culture. It is dependent on the ratio of employees that participated in the survey to the number of full-time equivalent employees in the company. The more employees that participate in the survey, the higher the reliability value.

### October 2022 Results:

527 surveys were collected from 304 organizations under Class B - Building Construction, with an average of 1.73

surveys collected from each organization. The average survey score from all eight survey questions was: 3.54/4.00. [Detailed industry results can be found here.](#)

Lower scores on the following questions from the October 2022 Safety Culture Survey showed areas where companies may need to improve:

- Formal safety audits at regular intervals are a normal part of our business
- Everyone at this organization values ongoing safety improvement in this organization
- Employees were always involved in decisions affecting their health and safety
- Those who act safely receive positive recognition

The last three rounds of the survey revealed that the average survey score goes down as more employees from each company participate. This indicates that we still need to collect more surveys from each company to obtain a more accurate analysis.

### Key Insights:

Most of the companies that have submitted a survey response have an average score of 3.375-3.875 or have scored 80%-100% for at least 7 out of 8 questions, across all four company size groups (S, M, L, XL).

COR® certified members scored statistically significantly higher than non-COR certified



members. This result is consistent with our survey results from past rounds.

Those with higher scores have lower injury rates. Our research shows that those with perfect scores on the survey have fewer days lost due to WCB claims in the last three years than those without perfect scores.

The Safety Culture Survey can provide insights into the strengths and weaknesses of an organization. Repeated implementation of the survey can measure the input that companies are making to improve safety and its outcomes. Safety culture data gives organizations and their members the "big picture" of what is happening in terms of safety within their organization. Benchmarking safety culture data between similar organizations and industries can help companies identify

"gaps" within their safety practices.

Participating in the survey promotes awareness and understanding in preventing workplace incidents by getting employees to reflect on their company's safety culture. Management and leadership can help establish and foster a healthy safety culture through increased communications, and through making better, evidence-based decisions with data.

We hope to continue to increase the engagement and involvement of safety within all levels of your company through the Safety Culture Survey. Improving your organization's safety culture helps improve safety in Saskatchewan.



Bob Watson, Wright Construction, received prize pack for most company responses.

# Instructor Led Training Schedule January – June 2023

## Aerial Work Platform Safety Awareness Instructor Led Online Training

|            |             |
|------------|-------------|
| January 20 | February 17 |
| March 17   | April 14    |
| May 12     | June 9      |

## Basic Training Techniques Instructor Led Online Training

|               |                |
|---------------|----------------|
| January 5 & 6 | February 6 & 7 |
| March 9 & 10  | April 10 & 11  |
| May 4 & 5     | June 12 & 13   |

## Confined Space Monitoring & Entry Training

### Instructor Led Online Training

|            |             |
|------------|-------------|
| January 24 | February 27 |
| March 28   | April 20    |
| May 25     | June 20     |

### Regina Saskatoon

|            |            |
|------------|------------|
| February 6 | January 11 |
| April 10   | March 13   |
| June 6     | May 1      |

## Confined Space Monitoring & Entry Training – Proficiency

### Regina Saskatoon

|            |            |
|------------|------------|
| January 27 | January 31 |
| March 3    | March 3    |
| March 31   | March 31   |
| April 21   | April 21   |
| May 26     | May 30     |
| June 23    | June 23    |

## Contractor Training

### Instructor Led Online Training

|            |             |
|------------|-------------|
| January 19 | February 24 |
| March 21   | April 26    |
| May 26     | June 26     |

## Effective Claims Management Instructor Led Online Training

|            |             |
|------------|-------------|
| January 26 | February 27 |
| March 20   | April 20    |
| May 24     | June 22     |

## Fall Protection & Prevention Instructor Led Online Training

|            |             |
|------------|-------------|
| January 4  | January 25  |
| February 8 | February 22 |
| March 8    | March 16    |
| March 22   | March 29    |

|          |          |
|----------|----------|
| April 5  | April 11 |
| April 17 | April 26 |
| May 3    | May 10   |
| May 15   | May 23   |
| May 31   | June 5   |
| June 14  | June 21  |

|         |  |
|---------|--|
| June 27 |  |
|---------|--|

### Regina

|             |            |
|-------------|------------|
| January 11  | February 1 |
| February 28 | March 15   |
| April 6     | April 19   |
| May 2       | May 18     |
| June 1      | June 13    |

### Saskatoon

|             |            |
|-------------|------------|
| January 18  | January 30 |
| February 16 | March 30   |
| April 12    | April 27   |
| May 8       | May 24     |
| June 7      | June 20    |

## Leadership for Safety Excellence Instructor Led Online Training

|                  |                 |
|------------------|-----------------|
| January 17 & 18  | January 30 & 31 |
| February 14 & 15 | March 8 & 9     |
| March 20 & 21    | April 12 & 13   |
| April 27 & 28    | May 8 & 9       |
| June 14 & 15     |                 |

### Regina

|                 |                  |
|-----------------|------------------|
| January 26 & 27 | February 22 & 23 |
| March 29 & 30   | May 3 & 4        |
| June 26 & 27    |                  |

### Saskatoon

|                |                |
|----------------|----------------|
| January 9 & 10 | February 7 & 8 |
| March 15 & 16  | April 17 & 18  |
| May 30 & 31    |                |

## Occupational Health Committee Training Level 1

### Instructor Led Online Training

|            |             |
|------------|-------------|
| January 17 | February 13 |
| March 14   | April 13    |
| May 11     | June 1      |

### Regina Saskatoon

|            |             |
|------------|-------------|
| January 31 | January 5   |
| March 2    | February 23 |
| April 17   | March 28    |
| June 15    | May 23      |

### Safety Administration Instructor Led Online Training

|            |             |
|------------|-------------|
| January 27 | February 28 |
| March 28   | April 27    |
| May 31     | June 28     |

### Safety Auditor Training Instructor Led Online Training

|                |                |
|----------------|----------------|
| January 9 & 10 | February 1 & 2 |
| March 1 & 2    | March 22 & 23  |
| April 19 & 20  | May 10 & 11    |
| June 6 & 7     | June 21 & 22   |

### Regina Saskatoon

|                  |                 |
|------------------|-----------------|
| February 14 & 15 | January 25 & 26 |
| April 3 & 4      | March 14 & 15   |
| May 24 & 25      | May 2 & 3       |
|                  | June 14 & 15    |

### Safety Management Instructor Led Online Training

|             |            |
|-------------|------------|
| January 4   | January 24 |
| February 13 | March 13   |
| April 18    | May 9      |
| June 5      |            |

### WHMIS 2015 Train the Trainer Instructor Led Online Training

|             |            |
|-------------|------------|
| January 12  | January 30 |
| February 16 | March 7    |
| March 23    | April 5    |
| April 19    | May 1      |
| May 18      | May 30     |
| June 12     | June 27    |



# MAKE SAFETY YOUR MISSION

## LEADERSHIP FOR SAFETY EXCELLENCE TRAINS SUPERVISORS FOR SUCCESS

### THE SCSA'S TWO-DAY LEADERSHIP FOR SAFETY EXCELLENCE (LSE) COURSE COVERS:

- Saskatchewan OHS regulations
- Supervisor responsibilities on the worksite
- How to conduct and document:
  - Hazard assessments
  - Worksite inspections
  - Incident investigations
  - Tool Box Talks, orientations and other training

LSE is an essential course in construction safety officer training and is a requirement for companies in the COR® program.



SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION

Constructing Safety Leadership



# Recognizing Excellence

Get to know this year's SCSA Constructing Safety Leadership Award Winners

Every year, the Saskatchewan Construction Safety Association (SCSA) celebrates individuals and companies throughout Saskatchewan for efforts given to promote the SCSA mission and vision.

The SCSA presents awards in three categories:

- Corporate Leadership in Safety Award is presented to a member company in recognition of their dedication, outstanding contribution, commitment and leadership to support the SCSA's mission and vision to enhance health and safety in the workplace.
- Safety Leader Award is presented to an individual who shows leadership in the industry and is an employee of a member company. The award recognizes their dedication, leadership contributions, involvement in community activities, and commitment to advancing the mission and vision of the SCSA.
- Safety Practitioner Award is presented to an individual who works in the field or office of a member company – recognizing their dedication, outstanding contribution, and commitment to safety and their embodiment of the SCSA's mission and vision to create a healthy and safe workplace.

## Meet the winners Ledcor Construction Ltd.



Brian Barber and Sheldon Zepick, Ledcor Construction Ltd.

The 2022 Corporate Leadership in Safety Award was presented to Ledcor Construction Ltd. The employee-owned company is celebrating its 75th year and is proud of its long-time commitment to safety. "One of our founders' fathers died in an industrial accident in 1980," says Brian Barber, senior vice-president, prairies at Ledcor. "The safety aspect is very personal."

Sheldon Zepick, Ledcor regional safety coordinator based in Regina says that the company is doing what they can to help ensure that

no one else gets to know the seriousness of having a friend or family member being injured on the jobsite. "The award also shows our workers that what we're doing is the right thing," says Zepick. "This is directly attributed to our workers on the job sites—the ones who do this all day, every day."

"We're proud of the work we do. We're pleased and proud we have been nominated," says Barber. "That will resonate throughout the organization and reinforce the commitment we make to safety." He adds, "We take it very seriously and work hard at it."

## Katherine Leslie, miEnergy



Katherine Leslie, miEnergy

The 2022 Safety Leader Award was presented to Katherine Leslie, safety coordinator at miEnergy. Leslie is the first safety person at miEnergy, taking over the work from the company's president as miEnergy grew.

Leslie is a certified National Construction Safety Officer, and her work in safety began due to a workplace injury at age 20. "That workplace injury made it so I was stuck in the office for a fair amount of time," she says. "My husband at the same time also suffered a major workplace injury where he was laid up in hospital for almost six months." Because of that, Leslie was able to explore safety and wanted to be helpful and proactive. It was the due diligence that struck a chord with her, and it's now her biggest goal.

Leslie sees her value in being present on jobsites, being helpful and ensuring that people are getting the advice and assistance they need to keep safety top of mind. "My job is making sure everyone goes home with 10 fingers and 10 toes," says Leslie.

"Even being nominated was really exciting," she says, and credits her mentors Diana Anderson and Henry Bartee for her introduction to a career in safety.

## Amy Welder, Century West Disaster Restoration



Amy Welder, Century West Disaster Restoration

The 2022 Safety Practitioner Award was presented to Amy Welder, National Construction Safety Officer at Century West Disaster Restoration.

Welder's commitment to safety started a decade ago and has only grown over time as her career in construction progressed. "I was so green. I didn't know what SCOT was, I didn't know what SCSA was, I didn't know what OH&S was," says Welder. "I got to know what all of that was because of the programs at the SCSA."

She says her training at the SCSA has advanced her career in a multitude of ways, and she loves the challenge of safety. "Every day is a new day and something different. There's always a new hazard," says Welder. "I also love meeting other safety practitioners and people that care about safety."

Welder also acknowledges how motivating the award is and wants to strive to achieve more in safety. "We need to do more," she says, and her next goal includes awards and recognition for Century West.



Regina Plumbing and Heating Inc.



Outline Construction Ltd.

## Leading by Example

The SCSA also recognizes the following finalists:

### Corporate Leadership in Safety

- Regina Plumbing and Heating Inc.
- Outline Construction Ltd.

### Safety Leader

- Justin Scott, Outline Construction
- Brian Turcotte, North Ridge Development

### Safety Practitioner

- David Bryden, P. Machibroda Engineering
- Emaduddin Shaik, Allan Construction

**Our mission:**  
Constructing Safety Leadership

**Our vision:**  
Creating the Safest Construction Environment in Canada

The SCSA expresses sincere gratitude to all the nominees, finalists and winners for your hard work and dedication to safety. Your leadership sets a great example for others in the industry and the SCSA is proud to work with all of you. Together we are making the Saskatchewan construction landscape safer for everyone.

# SCSA Programs

## National Construction Safety Officer (NCSO™) Program



The NCSO program combines formal training with an individual's personal field experience. This certification indicates a practical knowledge of various construction safety management skills and principles. NCSOs are valuable in the administration and implementation of health and safety management systems.

### NCSO Certified (April 1, 2022 - October 31, 2022)

- Alex Zwart
- Amy Welder
- Dean Gareau
- Drew Richardson
- Dylan Short
- Grant Baird
- Kevin Murphy
- Murray Lucas
- Nicholas Mombourquette
- Robert Dolinski
- Timothy Loewen

## National Health and Safety Administrator (NHSA™) Program



The NHSA program provides formal training to administrators of health and safety programs who do not possess a minimum of three years' field experience in construction. Certification shows employers that the individual has knowledge in various health and safety management skills and principles.

### NHSA Certified (April 1, 2022 - October 31, 2022)

- Dayna Anderson
- Emily Harrison
- Kelly Kirkpatrick
- Kristen MacDonald
- Laura Stasiuk
- Tasia Smith
- Tricia MacQuarrie

## Welcome New SECOR® Companies



### Congratulations to the following new SECOR certified companies

- Arial Electric Ltd.
- Concrete Edge Construction Corp
- RD Instruments Ltd
- Regina Mobile Wash

### Re-Certified SECOR Companies (April 1, 2022 - October 31, 2022)

- Adam Brad Welding Ltd. [2016]
- Alchem Energy Services Ltd. [2013]
- AVI- SPL Canada Ltd [2019]
- Flatland Oil Services Ltd [2013]
- Jody's Welding Ltd. [2013]
- Leading Edge Welding Ltd. [2016]
- Maximum Mechanical Inc [2016]



Seal-it Up Roofing NHSAs Dayna Anderson and Tricia MacQuarrie

## Welcome New COR® Companies



### Congratulations to the following new COR certified companies:

- Active Electric Ltd
- Actton Transport Ltd
- Badger Infrastructure Solutions Ltd.
- Covertite Western Ltd.
- Don's Plumbing & Heating
- GCM Consultants
- Gypsum Drywall Interior (Saskatchewan) Ltd.
- Harris Rebar Canada Placing
- Kincaid Interiors Ltd
- Paradise Pools (Enterprises) Ltd
- PME Inc.
- Precision Instrumentation & Supply Ltd.
- RPM Vac Services Ltd
- Soli Solutions Inc.
- Swift Plumbing & Heating Ltd
- Thauberger Insulating (2015) Ltd.
- Topa Contracting LP

### Re-Certified COR Companies (April 1, 2022 - October 31, 2022)

- AC Power Contractors Ltd. [2010]
- Action Roofing Ltd [2019]
- Aim Electric Ltd. [2019]
- Allan Foundations Ltd [2013]
- Alpine Interior Systems (2016) Ltd [2010]
- Armour Safety Inc. [2009]
- Asiiil Enterprises Ltd [2010]
- Athabasca Catering Limited Partnership [2013]
- ATI Telecom International Company [2016]
- Atlas Sanitary Sewer Service [2019]
- Atlas-Apex Roofing (Saskatchewan) Inc. [2018]
- Avanti Steel Fabricators Ltd [2019]
- Baydo Development Corporation [2016]
- C & S Builders Ltd. [2016]
- Century West Renovations & Restorations Ltd. [2016]
- Certified Mining and Construction Sales and Rentals Inc. [2019]
- Charter Mechanical Ltd [2016]
- Christie Mechanical Ltd. [2019]
- City Masonry Group Ltd [2019]
- Custom Roofing Inc. [2018]
- Dyna Crane Services LP [2016]
- Dynamic Glass & Doors Ltd. [2003]
- Empire Foundations Inc. [2019]
- FBM Canada GSD, Inc. [2010]
- Floform Counter Tops [2015]
- G & R Mechanical Contracting Inc [2019]
- Gateway Mechanical Services Inc [2012]

- Gawley Refrigeration Inc. [2019]
- General Sandblasting & Painting (1998) Ltd. [2019]
- Green Earth Environmental Solutions [2009]
- Hancock Plumbing (2011) Ltd [2016]
- Herc Rentals [2001]
- Hi-Tech Industrial Cleaners Ltd [2010]
- Humboldt Electric Limited [2001]
- Iles Electric Ltd [1998]
- Industrial Parts & Equipment Ltd [2016]
- Inland Steel Products Inc [2019]
- Integrity Maintenance Ltd. [2013]
- Jardeg Construction Services Ltd [2007]
- JCL Industrial Constructors Inc [2019]
- Jet Electric 2014 Ltd [2019]
- JR & Co. Roofing Contractors Inc. [2019]
- Kim Constructors Ltd [2004]
- Lockwell Servicing Ltd [2007]
- Lynco Energy Services Ltd. [2015]
- Metro Mechanical Inc [2016]
- Miners Construction Company Ltd. [2010]
- Momentum HVAC Services [2019]
- Overhead Door Company of Regina (1973) Ltd. [2019]
- Pentec Energy Ltd. [2019]
- Pineland Metal Products Inc. [2019]
- Pow City Mechanical Partnership [2010]
- Prairie Maintenance Ltd [2009]
- Prodahl Environment Services Ltd. [2019]
- QM Environmental [2016]
- RSE Exteriors Ltd. [2019]
- Saskcon Repair Services Ltd [2004]
- Shermco Industries Canada Inc [2007]
- Strata Development Corporation [2016]
- Suer & Pollon Mechanical Partnership [2003]
- Super Save Fence Rentals Inc [2016]
- Tech Electric Ltd [2016]
- Techmation Electric & Controls Ltd [2010]
- Tesco Electric Ltd. [2010]
- Thorpe Industries Ltd. [2016]
- Viking Fire Protection Inc. [2009]
- Walter's Industrial Mechanical Ltd [2019]
- Western Urethane 1995 Ltd [2001]
- WesTower Communications Ltd [2013]





Active Electric COR®



Atwork Construction COR®



Kincaid Interiors COR®



Meridian Solar & Electric SECOR®



# ANNUAL GENERAL MEETING

Yorkton  
March 30, 2023

[scsaonline.ca/events](https://scsaonline.ca/events)



# Safety in the Field

## Building Positive Culture

On October 5, 2022, the SCSA participated in a safety day event at the Buffalo Pound Water Treatment Plant Renewal Project. Organized by the Graham-Aecon Joint Venture in charge of the three-year project, the day included safety demonstrations, heavy equipment blind spots and a video with key safety messages. Four SCSA advisors delivered fall protection, hand & eye protection, and head protection demos for around 150 workers, including sub-trades and water treatment plant employees.

Justin Churko, project director, said it was important to take time out of the normal work day to emphasize their commitment to safety and foster cooperation across the team. He acknowledged that “the project is a big, complicated job so it’s important to have people doing the right things, working in the same direction.”

**Building positive culture around safety drives behaviours and makes for a safe work site. Safety goes beyond paperwork and administrative controls—everyone should be looking out for each other.”**

Mike Alaric, deputy project director, highlighted safety as their number one core value. “When we individually and collectively prioritize and commit to safety on site every day, we are able to deliver our project successfully, while ensuring the health and safety of every one of us.”



Buffalo Pound Water Treatment Plant Site



Head Protection Demo



Hand & Eye Protection Demo



Peter Pond Lake, Dillon SK

## About the SCSA

The Saskatchewan Construction Safety Association (SCSA) is a non-profit organization funded by the construction industry to provide cost-effective, accessible safety training, programs and advice. The SCSA serves 14,000 member companies that are registered with the Saskatchewan Workers' Compensation Board (WCB) and employ workers in building construction. Established in 1995, the SCSA remains committed to injury prevention. By aiming to reduce the human and financial losses associated with injuries, the SCSA supports a safe, healthy and profitable industry.

The vision of the SCSA is to create the Safest Construction Environment in Canada through its mission of Constructing Safety Leadership.